

AMT Index — Sample Data Pack (excerpt)

Dataset 2026-09-24+960f879b · Methodology 0.7.3 · Generated 2026-09-24 (UTC)

This excerpt shows the format of the licensed Data Pack on two carriers and five topics. Every figure is transcribed from the cited agreement page and passed the site's two-independent-readings rule; a term the contract does not print is shown as *not published*, never as zero. The same figures, with the same citations, are on amtindex.com — this document adds nothing the public site does not already state.

What the full pack includes

- All 9 published carriers, every topic the site tracks (Base pay scale, Step progression, A&P license premium, IA premium, Shift differential, Lead premium, Skill premiums, Longevity pay, Overtime, Holiday pay, Field trip pay, Shoe / tool allowance, Profit sharing, Bonus payments, Retirement (401k), Health: employee contribution, Scope / outsourcing, Vacation accrual, Sick accrual).
- Per figure: document, page, section, verification method and date.
- Delivered as CSV/XLSX and PDF, pinned to a dataset version so citations resolve to a fixed state; the public corrections log applies to it.
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American Airlines — JCBA as extended, effective 2025-01-01

status: in_effect · effective 2025-01-01 · amendable date: not yet verified on this version (see Contract Watch on amtindex.com)

Base scale in effect 2026-01-01

Step	Years	Rate
0-1	0	\$35.59/hr
1-2	1	\$38.61/hr
2-3	2	\$41.07/hr
3-4	3	\$43.71/hr
4-5	4	\$46.73/hr
5-6	5	\$59.17/hr
6-7	6	\$59.28/hr
7-8	7	\$59.38/hr
8-9	8	\$60.72/hr

aa-twu-iam-mr-extension · p.2 · Article 16.B — AMT chart · verified 2026-08-08 dual-read verified

A&P license premium

“License Premium — Article 16.E” — **\$8.50/hr**

16.E(1): \$8.50/hr for holding BOTH FAA Airframe and Powerplant (or Airframe+FCC GROL, or Powerplant+FCC GROL). A single license pays \$4.25/hr under 16.E(2).

[aa-twu-iam-mr-extension · p.5 · Article 16.E(1)-(2) — License Premiums — verified 2026-08-08 dual-read verified]

Shift differential

“Shift differential (Article 16)” —

shift begins 6:00 a.m.—8:59 a.m.	\$0.00/hr the agreement states no differential is received for this shift [aa-twu-iam-mr-consolidated-2025 · p.116 · Article 16 — shift differentials — verified 2026-08-10 dual-read verified]
shift begins 9:00 a.m.—7:59 p.m.	\$0.51/hr [aa-twu-iam-mr-consolidated-2025 · p.116 · Article 16 — shift differentials — verified 2026-08-10 dual-read verified]

shift begins 8:00 p.m.–5:59 a.m.	\$0.58/hr [aa-twu-iam-mr-consolidated-2025 · p.116 · Article 16 — shift differentials — verified 2026-08-10 dual-read verified]
relief / days-off coverage	\$0.61/hr [aa-twu-iam-mr-consolidated-2025 · p.116 · Article 16 — shift differentials — verified 2026-08-10 dual-read verified]

Shift differentials

No differential for a shift beginning 6:00 a.m.–8:59 a.m. — that is a verified zero for the day shift, printed in the agreement, not a missing value.

Overtime

“Overtime (Article 18)” —

Time and one-half — first 4 hrs before/after a scheduled shift, and first 8 paid hrs on a scheduled day off (18.A.1)	1.5x [aa-twu-iam-mr-consolidated-2025 · p.120 · Article 18 — Overtime — verified 2026-08-09 dual-read verified]
Double time — beyond the first 8 paid hrs on a scheduled day off (18.A.2.a)	2x [aa-twu-iam-mr-consolidated-2025 · p.120 · Article 18 — Overtime — verified 2026-08-09 dual-read verified]
Double time — hours beyond 12 in a 24-hour period / beyond 12 consecutive hours (18.A.3, 18.B)	2x [aa-twu-iam-mr-consolidated-2025 · p.120 · Article 18 — Overtime — verified 2026-08-09 dual-read verified]

Overtime rules

Minimums: 1-hour minimum OT increment (18.A); 8 hours minimum when working a scheduled day off (18.C); 4-hour minimum recall (18.K); 1 hour at base rate for after-hours technical support contact (18.L).

Retirement (401k)

“IAM National Pension Fund (Article 30.B)” — **match rate: 100%**

Both designs: employer matches 100% of employee before-tax/Roth contributions, up to the cap below (30.C.2(i)-(ii)).

[aa-twu-iam-mr-consolidated-2025 · p.182 · Article 30.C.2 — 401(k) — verified 2026-08-11 dual-read verified] — **match cap: 4%**

Maximum employer matching contribution, both IAM- and TWU-designated employees: 4.0% of eligible compensation. TWU-designated employees ADDITIONALLY receive a 5% non-elective employer contribution (30.C.2(ii)). Eligibility: 1 year of service; vesting: 100% at 2 years (30.C.3-4).

[aa-twu-iam-mr-consolidated-2025 · p.182 · Article 30.C.2 — 401(k) — verified 2026-08-11 dual-read verified] — **direct contribution: \$3.60/hr**

Printed step schedule (p.181 table): \$3.50 at the extension Effective Date, \$3.60 at ED+12, \$3.70 at ED+24. Extension effective 2025-01-01, so the current rate is \$3.60 (since 2026-01-01; \$3.70 from 2027-01-01). Paid per hour for which covered employees are entitled to receive pay under the Agreement.

[aa-twu-iam-mr-extension · p.6 · Article 30.B — IAM National Pension Fund — verified 2026-08-08 dual-read verified]

Two 401(k) designs under one plan (Article 30.C.2, PDF p.182-183 / printed p.178-179): IAM-designated — 100% match up to 4% of eligible compensation, in addition to the IAM NPF hourly contribution above; TWU-designated — 5% non-elective employer contribution PLUS 100% match up to 4%. One-year service requirement; 100% vesting at two years. The American 401(k) Plan itself is not incorporated into the Agreement (30.C.6); amendments may not diminish the printed contribution levels.

Field trip pay

“Field Trips/Travel Pay (Article 19)” —

Field trip rate — all hours worked, traveling, on call, or prep time away from home station (19.A)	1.75x [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Minimum hours paid for a field trip accepted on a scheduled day off — standard schedule, at the field trip rate (19.E)	8 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Day-off minimum — 4/10s schedule (19.E)	10 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
On-duty hours (excluding prep) that trigger a mandatory hotel rest period (19.F/G)	16 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Mandatory rest period — hotel, single occupancy (19.F/G)	8 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Per diem, domestic field trips — per hour away, all incidentals except lodging and transportation (19.M)	\$2.30/hr [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Per diem, international field trips (19.M)	\$2.80/hr [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]

Automatic per diem increase every January 1, both rates (19.M)	\$0.05/hr [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Rest hours before the next regular shift below which the employee is excused from that shift and paid base rate for all regularly scheduled hours (19.H)	7.5 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Pay commences this long before scheduled flight departure when called from home — domestic field trip, inclusive of preparatory time (19.P)	2 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]
Pay commences this long before scheduled flight departure when called from home — international field trip (19.P)	3 hrs [aa-twu-iam-mr-consolidated-2025 · p.129 · Article 19 — Field Trips/Travel Pay (pp.129-132; per diem 19.M p.130) — verified 2026-08-12 dual-read verified]

Field Trips/Travel Pay (Article 19)

Rest-period lodging is a Company-arranged hotel, single occupancy — no dollar cap is printed. Training travel carries the same printed per diem rates under a separate article (Art. 20) and is not shown here.

Southwest Airlines — 2023-2027 agreement

status: in_effect · effective 2023-08-16 · amendable date: not yet verified on this version (see Contract Watch on amtindex.com)

Base scale in effect 2026-08-16

Step	Years	Rate
1st 6 months	0	\$35.77/hr
2nd 6 months	0.5	\$37.54/hr
2nd Year	1	\$39.67/hr
3d Year	2	\$42.09/hr
4th Year	3	\$44.70/hr
5th Year	4	\$47.71/hr
Thereafter	5	\$60.42/hr

wn-amfa-mech-cba · p.69 · Article 15 — Wage Rates, Base Rates of Pay per Hour (Mechanics) · verified 2026-08-08 dual-read verified

A&P license premium

“License Premiums Per Hour (Article 15)” — **\$8.50/hr**

Two licenses (A&P) = \$8.50/hr. Schedule: one license \$4.25, two \$8.50, three \$12.75 (third license starred with conditions in the agreement — read Article 15 before relying on the three-license tier). Rates as effective 8/16/2023; license premium counts in the basis for overtime, sick leave and vacation per Article 14.

[wn-amfa-mech-cba · p.70 · Article 15 — License Premiums Per Hour — verified 2026-08-08 dual-read verified]

Shift differential

“Shift premium (Article 14.10)” —

shift commences outside the 5:00 a.m.–8:30 a.m. window	\$0.63/hr [wn-amfa-mech-cba · p.66 · Article 14, Item 10 — shift premium — verified 2026-08-08 dual-read verified]
shift commences in the late-evening window (higher premium)	\$0.71/hr [wn-amfa-mech-cba · p.66 · Article 14, Item 10 — shift premium — verified 2026-08-08 dual-read verified]

Shift differentials

Overtime

“Overtime (Article 6)” —

Time and one-half — first 10 hrs worked on a scheduled day off (10-hour schedule, ¶3(b))	1.5x [wn-amfa-mech-cba · p.27 · Article 6 — Overtime and Holidays — verified 2026-08-09 dual-read verified]
Double time — all time on the second and third scheduled day off (10-hour schedule, ¶5(b))	2x [wn-amfa-mech-cba · p.27 · Article 6 — Overtime and Holidays — verified 2026-08-09 dual-read verified]

Overtime rules

Minimums: 4-hour minimum when recalled/reporting on a scheduled day off; 1-hour minimum when called early for travel to another station (§6); missed meal period pays an additional half hour (§10).

Retirement (401k)

"401(k) (Article 16 §2)" — match cap: **9.3% of earnings**

maximum employer matching contribution as a percent of compensation (§2(c))

[wn-amfa-mech-cba · p.71 · Article 16 — Profit Sharing, §2 (401(k) provisions) — verified 2026-08-09 dual-read verified]

Match vests 20% per year of service, fully vested at 5 years (§2(a)). The match percentage structure below the cap, and Southwest's separate company-wide ProfitSharing Plan contribution, are not yet corroborated and are not published.

Field trip pay

"Field Service (Article 8)" —

Emergency field service minimum per 24-hour period — 8-hour-shift employees, straight time (§1)	8 hrs [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
Emergency field service minimum per 24-hour period — 10-hour-shift employees (§1)	10 hrs [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
Overtime after 8 or 10 hours (whichever applies) including travel and waiting time for the day (§3)	8 hrs printed "eight (8) or ten (10) hours, whichever is applicable" [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
International field service: additional daily allowance printed per hour, base-to-base, in lieu of passport and meal reimbursement (§5.b)	\$2.85/hr the agreement itself prints "daily allowance of ... (\$2.85) per hour measured from base domestic station to international location and back" [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
Expenses at or above this amount reimbursed within 3 working days of the expense form (§5.a)	\$20.00 flat [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
Minimum Southwest Mechanics sent on any known-overnight field trip (§7)	2 [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]
On-shift hours at or beyond which an Employee becomes ineligible for a field trip (§9.c)	16 hrs [wn-amfa-mech-cba · p.39 · Article 8 — Field Service (pp.39-43) — verified 2026-08-12 dual-read verified]

Field Service (Article 8)

Domestic meals/lodging are "reasonable and actual expenses" — no domestic per diem dollar figure is printed (dual-read corroborated).

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